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MONTANA DNRC Conversation

A Newsletter of the Department of Natural Resources and Conservation • Director Bud Clinch
Volume 3 • Number 3 • June 1997

MESSAGE FROM THE DIRECTOR

"Zero accidents and injuries to our employees must remain our number one goal."

With summer here, it is important for each of us to reflect on our role in keeping DNRC a safe place to work. The summer season is historically the period in which the department incurs its highest incidence of employee accidents and personal injuries—nearly 50 percent in 1996. This coincides with the influx of seasonal employees and the increased tempo of our operations as we shift into the summer field season.

As supervisors, we must see to it that we provide required safety training, issue necessary personal protective equipment, and identify and eliminate safety hazards. Zero accidents and injuries to our employees must remain our number one goal.

Safety must be a team effort. As department director, I understand that I am ultimately responsible for the safety and welfare of each and every department employee. The entire chain of command—from the director, through the seasonal first line supervisors, to and including each employee—must be involved in safety. We all must increase our efforts to eliminate unsafe work conditions and practices.

Director Bud Clinch

Do your part to keep our work places and operations as safe as they can possibly be. Instill safety into every activity. Report unsafe conditions to your supervisor. And, above all, adopt a "safety attitude."

DEPARTMENT NEWS

DRINKING WATER PROGRAM

A new loan program coming to DNRC will help Montana communities get low cost financing for public water systems.

Federal legislation for the Safe Drinking Water Program passed Congress in August 1996. Approved during the 1997 Montana legislative session, House Bill 483 finalized the state program, making it work in concert with the federal program.

House Bill 483 is very important for Montana communities. The interest rate for water systems will probably be 4 percent (the same rate used in our Wastewater Revolving Fund Loan Program). The new program has the potential to bring in $80 million in federal money. The sale of general obligation bonds will bring matching state funds.

Another benefit of the new program is the flexibility it gives to the department. Because it will fund smaller public water systems, the coal severance tax bond money now used for that purpose can be redirected to larger works such as dams and irrigation projects. The Safe Drinking Water Program also allows for refinancing older, qualifying water projects using the new, lower interest rates. Several regional water projects can access this funding. Also, federal funds can be transferred between the wastewater program and the drinking water program, if more demand is made on one program than the other.

The Conservation and Resource Development Division (CARDD) will operate the loan program; one FTE and about $35,000 for this purpose are part of DNRC's budget under House Bill 2. Our Centralized Services Division will help do the financial reporting, while the Department of Environmental Quality (DEQ) will complete the engineering reviews. Several million dollars in additional funds and seven FTEs were approved for DEQ by the legislature.

Please call CARDD's Anna Miller at 444-6689 if you have any questions.

"To help ensure Montana's land and water resources provide benefits for present and future generations"

PROGRAM FOCUS

WATER RESOURCES DIVISION
Part Two

The Water Resources Division (WRD), which is comprised of four bureaus and employs 114 persons, is responsible for the following programs.

* Dam Safety
* Water Measurement
* Floodplain Management
* Water Rights
* State-Owned Water Projects
* Assistance to Local Planning Entities
* Technical Assistance
* Board of Water Well Contractors

The responsibilities of WRD's administrative unit, two of its bureaus (Water Operations and Water Rights), and its regional offices were described in the April 1997 issue of *DNRConversation*. This issue recognizes the staff and the programs of the Water Management and State Water Projects Bureaus.

Water Management Bureau

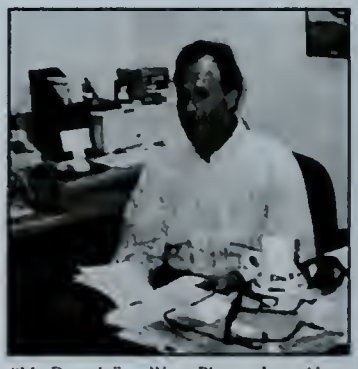
While the Water Management Bureau is responsible for development of the State Water Plan, the concept of the plan has changed to assisting local watershed groups, rather than undertaking a statewide approach. Presently, bureau staff are providing assistance in twelve watersheds: Big Hole, Bitterroot, Blackfoot, Clark Fork, Flathead, Milk, Muddy Creek, Musselshell, Ruby, Sun, Swan, and Tenmile Creek near Helena.

"We try to provide local water users with technical and other types of information that allows these people to do a better job of managing their own watersheds," notes Rich Moy, chief of the Water Management Bureau. For example, the Upper Clark Fork Steering Committee relies on Mike McLane for administrative, technical, and legal assistance as it develops policy and solves problems. Terry Voeller's investigation of return flows in the Flint Creek basin will provide information to the same committee and allow it to develop plans to utilize water better. Ned Pettit plays two different roles in watershed planning: facilitating the Upper Tenmile Watershed Steering Group's efforts to resolve water supply and quality issues, and providing technical staff support to the Big Hole Watershed Committee.

Water Management Bureau staff (from left): Rich Moy, Bob Smith, Mike McLane, Chuck Dalby, Bill Uthman, Terry Voeller, Ned Pettit, Kirk Waren, and Jesse Aber. (Not pictured are Mary Vandenbosch, Larry Dolan, and Tim Bryggman.)

Tim Bryggman and Mary Vandenbosch have played significant roles in the development of drinking water supplies in rural areas. Tim assists the Fort Peck Rural Water District in seeking Congressional authorization and appropriation for its rural water supply system. Mary coordinates a team of state agency representatives assisting with the development of a proposed regional water system in North Central Montana. In addition, Mary has played an integral part in water management improvements made by the Ruby River Task Force.

Water resource education provides citizens with the tools and knowledge to participate in solving watershed and water resource problems. The Montana Watercourse, an adult water resource education program located in Bozeman, is directed by Mary Ellen Wolfe. Among other things, she conducts watershed workshops designed to better acquaint residents with their watershed and its problems and opportunities.



"Mr. Drought" — Water Planner Jesse Aber

Jesse Aber is "Mr. Drought" in Montana. He works with Lt. Governor Judy Martz and others to ensure that the Montana Drought Committee anticipates and responds to drought situations. If you want to know about snowpack or streamflow conditions, just ask Jesse or Bob Smith. After gathering the most recent information on water storage, snowpack, streamflow, soil moisture, and rainfall, Bob prepares and distributes a monthly water supply report to interested parties across the state.

Groundwater is an increasingly important source of water in Montana, and the division's groundwater hydrologists—Kirk Waren, Bill Uthman, and Roger Noble—are involved in research activities that monitor and characterize groundwater. They use these and other groundwater data in complex hydrologic models to provide assessments

of the impact of new uses on groundwater aquifers and existing wells.

Hydrologists Terry Voeller, Larry Dolan, and Chuck Dalby work on many different technical water management projects. For example, Larry is responsible for determining the amount and duration of water available for appropriation in many of Montana's rivers and streams. Presently, he is developing reservoir-operating guidelines for state-owned water projects. Chuck has been investigating how arsenic, a naturally occurring carcinogen, behaves as it moves downstream in the Madison and Missouri rivers. He is also providing technical expertise in the Federal Energy Regulatory Commission's re-licensing of Montana Power Company's hydropower facilities on the Clark Fork and Madison/Missouri rivers.

Rich Moy, WRD Administrator Gary Fritz, and Larry Dolan are having discussions with Saskatchewan on apportioning the flows of the Poplar River.

Shirley Machonis provides secretarial support to the bureau staff. She also does graphics and layout for the *Water Lines* newsletter, the WRD "Web Page" design, and other division publications.

State Water Projects Bureau

Bureau Chief Glen McDonald and the State Water Projects Bureau are responsible for the huge task of ensuring that the state-owned water projects are properly operated and maintained. These projects include 39 dams, reservoirs, and canal projects. The bureau also is responsible for rehabilitation work on 18 dams of the Department of Fish, Wildlife and Parks (DFWP).

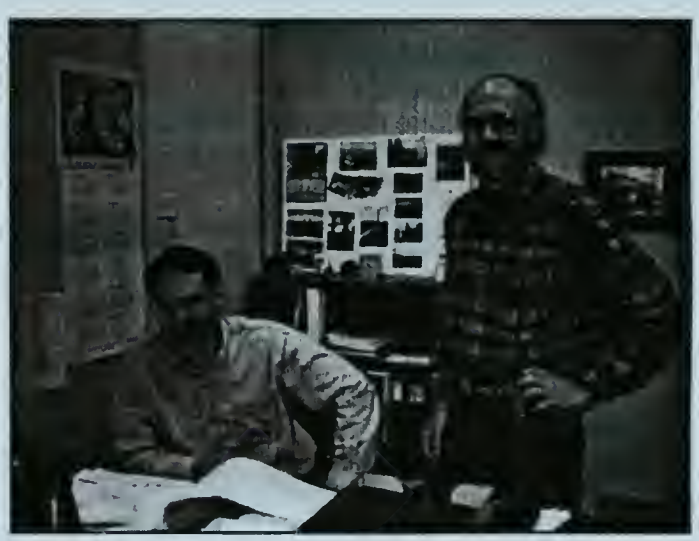
State Water Projects Bureau staff (back row from left): Glen McDonald, Ron Roman, Bob Clark, Greg Ames, and Walt Anderson; (front row from left): Kevin Smith, Stan Jones, Diane McDuffie, Mike Sims, and Cindy Forgey. (Several staff members who were out doing field work are not pictured.)

Tongue Project

Repairing and enlarging the Tongue River Dam, a state-owned dam near the Montana/Wyoming border, has been a primary focus of the bureau (see related article). This $50 million infrastructure project, the largest ever built by this department, is the central feature of the reserved water rights compact with the Northern Cheyenne Tribe. The Project Rehabilitation Section and ESA Consultants of Bozeman are currently overseeing Phases I and II and preparing for Phase III. Other design and construction activities involve Tongue River State Park mitigation, Decker Coal Mine mitigation, and highway and wetland mitigation.

Greg Ames, who oversees these efforts, stated, "Without the hard work and dedication of literally dozens of division employees associated with this project, neither would we have accomplished the tasks to date, nor would we be able to meet our goals of completing construction by the spring of 1999."

Stan Jones undertakes the huge task of coordinating the Tongue River Project within the department, with state and federal agencies, and with the other project sponsors (the Northern Cheyenne Tribe and the U.S. Bureau of Reclamation).



Seth Brandenberger (seated) and Stan Jones

The department has secured the services of numerous design consultants and contractors. Bob Clark has had the responsibility of preparing all of the contract documents and reviewing the plans and specifications.

Water Resources Division . . . *continued on page 4*

PROGRAM FOCUS

Water Resources Division . . . *continued from page 3*

Larry Dolan and Terry Voeller (both of the Water Management Bureau) have been analyzing the hydrologic aspects of the design and construction activity. Estimating river inflows, reservoir elevation, and river outflows has been critical to ensure that risk is minimized during construction.

Tim Kuehn is responsible for all land rights and land acquisition efforts. The rehabilitated project will inundate a considerable amount of new land.

Seth Brandenberger assumed the environmental coordinator duties of Ned Pettit (Water Management Bureau), who was responsible for completing the Tongue River Project EIS. Seth ensures that the environmental commitments identified in the EIS are carried out, in addition to coordinating the design activities associated with Tongue River State Park, the fish and wildlife enhancement projects, and the wetland mitigation area. Seth is also responsible for establishing a 1,000-acre wildlife habitat area associated with the project.

All of the design and construction activity is coordinated by Kevin Smith, Tongue River Project engineer, who is responsible for ensuring that these components are carried out properly, on time, and within budget.

Dave Adair assisted with design oversight activity during construction of the access road and mining of concrete aggregate in Phase 1 of the project.

Raising the Tongue River Reservoir elevation four feet also impacts the Decker Coal Mine, State Highway 314, and a local county road and bridge. Bob Arrington (Water Rights Bureau) is responsible for identifying the impacts and implementing mitigation measures.

One agreement with the Northern Cheyenne Tribe provides a hiring preference for tribal members. John Sanders is responsible for ensuring that this preference is properly executed and adhered to by the construction contractors. John is also providing on-site inspection and coordination with the design consultant and contractors.

Broadwater-Missouri Hydropower

Montana's only state-owned hydropower facility, the Broadwater-Missouri Project near Toston, is also administered by the State Water Projects Bureau. Revenues from the Broadwater hydropower plant are intended to provide a source of funds to help rehabilitate state-owned dams. For example, those revenues will help repay a loan used to finance repairs to the Tongue River Dam. Walt Anderson, Mike Sims, and Brian Carroll make sure the generator continues to turn out dollars for that purpose. The project has been substantially rebuilt by them because the original construction by contractors was deficient in many ways.

Other State-Owned Dams

Each of the state-owned dams is inspected annually by dam safety engineers Art Taylor and Rob Kingery. Art and Rob are also responsible for maintenance of each project and preparation of operation and maintenance manuals and emergency action plans. Rob is a WRD employee who is paid with DFWP monies because he is responsible for ensuring that DFWP's dams comply with state dam safety requirements.

While much attention has been focussed on the Tongue River Project, Kurt Hafferman has been hard at work on other smaller, but equally important, projects. Kurt was primarily responsible for ensuring that the repair of the state-owned Petrolia Dam was completed on time and under budget (see related article).

When the threat of failure of the East Fork Rock Creek Dam was discovered, Rick Bondy (although not in the State Water Projects Bureau) tackled the job of coordinating its repair. As "incident commander," he spent several months working on this state-owned project in Granite County and made sure the repairs were completed prior to this spring's runoff.

The division has adopted a policy of turning the ownership of canal projects over to the local water users because these are primarily single-purpose, irrigation projects. Tim Kuehn has been successful in turning over 15 projects to local water users. The division continues to look for opportunities to privatize single-purpose projects, while keeping projects that provide multiple benefits to Montanans.

Many of the state-owned projects have associated lands that are leased for agricultural or other purposes. Allan Kuser is responsible for the administration of these leases.

Ron Roman is responsible for all activities required to protect, defend, and maintain water rights for all state-owned projects. Ron is also responsible for collecting and recording reservoir storage data, and for operating and maintaining stream- and canal-gaging stations for all state-owned projects.

Johng Kim

Johng Kim oversees and manages all financial activities for the bureau. Dealing with financial issues on large projects such as the Tongue River Reservoir and Broadwater is definitely challenging because of

PROGRAM FOCUS

the various funding sources. Johng also oversees the administration of the water marketing and water purchase contracts with each water users association that uses water from our projects.

Cindy Forgey is responsible for the billing of water purchase contracts, grazing leases, and cabin site leases, and for transferring and issuing new contracts for all of the water users associations.

The entire State Water Projects Bureau depends on Diane McDuffie for administrative support. Keeping track of a staff of 17 is not an easy task. Diane also leads the "State Water Projects Bureau Choir" whenever it performs for a birthday party.

DEPARTMENT NEWS

TONGUE CONSTRUCTION PROGRESSES

Phase I of the construction on the Tongue River Basin Project is nearly complete. This included rebuilding the access road, and mining and processing all aggregate necessary to complete construction of the new primary and auxiliary spillways.

Phase II began in March. Among the five bidders for the project, Barnard Construction Co., Inc. of Bozeman was awarded the contract for construction of a 650-foot-wide emergency spillway near the center of the main dam using roller-compacted concrete. This $6.4 million emergency spillway will be 3 feet higher than the crest of the new principal spillway, 3 feet lower than the rest of the dam, and designed to pass the 100-year flood (the largest amount of water that is statistically likely to occur in a 100-year period). The amount of spring runoff in the basin is not expected to affect construction, and the emergency spillway should be completed by this fall.

Phase III will then begin, including construction of the labyrinth weir primary spillway, new primary outlet works, and rehabilitation of the existing outlet works. When the entire project is fully operational, by spring of 1999, it will store an additional 20,000 acre-feet of water for the Northern Cheyenne, thereby satisfying part of the reserved water rights compact with that tribe. It will also be capable of routing a flood of 100,000 cubic feet per second.

PETROLIA DAM REHABILITATION

Rehabilitation of DNRC's Petrolia Dam is substantially complete, although a few minor items still need to be finished. The old spillway at this project, which is located south of Winnett in Petroleum County, was demolished last summer, and a new one has been constructed to meet the needs of the Petrolia Water Users Association.

The Petrolia project is one of only a few in the nation where roller-compacted concrete (RCC) is used for the principal spillway, and it is the first to use RCC as an approach to a structural concrete, baffled apron drop design.

Kurt Hafferman, who is a project engineer with WRD, and Sterling Sundheim, who is an engineering specialist with WRD's Lewistown Regional Office, oversaw most of the construction administration duties.

UPPER TENMILE WATERSHED PLANNING

Following a "Know Your Watershed" workshop and several preliminary planning meetings, persons and organizations with an interest in the upper Tenmile Creek watershed near Helena have formed the Upper Tenmile Watershed Steering Group.

The group consists primarily of interested Rimini citizens and personnel from various levels of government: city (Helena), county (Lewis and Clark), state (the Departments of Environmental Quality and of Fish, Wildlife and Parks), and federal (the U.S. Environmental Protection Agency, Forest Service, Natural Resources Conservation Service, and Geological Survey). Pegasus Gold Corporation (acting through its subsidiary, Basin Creek Mine) has also been an active member of the steering group since its formation. Ned Pettit, water planner with DNRC's Water Management Bureau, was chosen by the group as facilitator for the watershed planning process.

In recent meetings, the group has identified primary issues of concern in the basin, including stream dewatering, impacts from mining, potable water for Rimini, stream sedimentation, and logging. Further, the steering group has defined an overall mission statement and a final list of planning goals to be addressed in an Upper Tenmile Watershed Management Plan. Planning goals include enhancing or

Upper Tenmile . . . *continued on page 6*

Upper Tenmile . . . *continued from page 5*

maintaining water quality in the basin, heightening public awareness and involvement in watershed issues and management, guiding future development within the watershed, enhancing the management of water quantity in the basin, and identifying and filling data gaps.

Meetings of the Upper Tenmile Watershed Steering Group are held monthly and are open to the public.

Adapted from an article appearing in the Fall 1996 issue of DNRC's* Water Lines *newsletter.

CAMPING, ANYONE?

Each year the Conservation Districts Bureau (CDB) of our Conservation and Resource Development Division is involved in presenting three camps for Montana young people. Campers have fun in the great outdoors, while learning about natural resources. According to CDB's Frank Mastandrea, these educational camps are very effective in "making kids more aware of natural resources and multiple use."

Montana Envirothon

Natural resources and environmental issues are the focus of the Montana Envirothon, a national program in its second year in Montana. Students in grades 9 through 12 receive a unique educational opportunity. The camp features competitions between teams of students to test their knowledge of soils, water, forestry, wildlife, and current environmental issues.

This year, the Montana Envirothon was held in Lewistown on April 21-22. Enough high schoolers attended to make up 17 teams, each consisting of five students. Each team had an adult advisor; about a dozen more adults acted as judges, cooks, etc. The winning team came from Missoula.

For more information on the Montana Envirothon, contact Frank at 444-6672. Laurie Zeller (444-6669) was also instrumental in putting this year's program together.

Montana Youth Range Camp

The Montana Youth Range Camp, a four-day program open to teenagers who are 14 to 18 years old, is also held annually. This summer, Lake County Conservation District sponsored the camp, which was held June 9-13 in Rollins, along the shores of beautiful Flathead Lake. Between 30 and 40 campers usually attend.

Campers studied 30 of Montana's most important range plants. They also learned about the interaction of soils, plants, wildlife, and livestock on rangeland and became more aware of the value and potential of these resources. The students toured the National Bison Range and Ninepipe National Wildlife Refuge and participated in recreational activities and evening programs.

Each year the Montana Youth Range Camp is held at a different site and sponsored by a different conservation district. The district's range committee may become involved in such ways as arranging tours that demonstrate various ranch management systems. Camp instructors are drawn from several agencies, especially the U.S. Natural Resources Conservation Service, and DNRC always plays a major role.

For more information, contact Lex Riggle (444-1269) or Frank (444-6672).

Natural Resources Youth Camp

The week-long Natural Resources Youth Camp is held annually at Lubrecht State Forest, 35 miles northeast of Missoula. Open to students entering grades 10-12, the camp offers an excellent opportunity to learn about forestry, water, soils, geology, range, wildlife, and recreation. Evening programs and guest speakers are arranged. Campers also spend a half-day rafting the Blackfoot River, and an optional class in rappelling is available. This year the camp will run from July 27 through August 2.

About 50 teenagers are expected. The $175 cost of the camp includes meals, supplies, and lodging. Sponsorship of a camper by a local conservation district will cover much of the cost.

State and federal agencies, ranchers, and industries are represented on the camp's board of directors. The 10-to-15 camp instructors are also drawn from agencies and industry.

Call Frank (444-6672) if you would like more information.

DEPARTMENT NEWS

ADDITION TO ANACONDA OFFICE

Sunlight streams in through large windows, and the aroma of new lumber fills the air, a sweet smell indeed to the staff at what used to be a Department of State Lands office west of Anaconda.

The original rustic, wooden shop building was built in 1953 by the Anaconda Company, which had taken over fire protection functions from the U.S. Forest Service. The company continued to be in charge of forest fire fighting until the mid 1960s, when those chores were turned over to the state.

New addition at Anaconda Unit Office
Photo by Fred Staedler

A recent expansion of the building, which now serves as headquarters for DNRC's Anaconda Unit, served a dual purpose. In addition to providing badly needed office space for the DNRC staff, the project was used as a comprehensive training activity for a crew of Job Corps students learning to become carpenters, masons, and painters. About 55 students were involved.

Patti Sundberg and Bob Andreozzi
Photo by Fred Staedler

The 480-square-foot addition to the front of the office area has provided a spacious dispatch office and reception area, as well as a private office for fire supervisor Terry Vaughn. The office also houses Fred Staedler (Anaconda Unit manager), Patti Sundberg (office manager), Tobin Kelley (lead sale forester), Todd Klemann (fire team leader), and Bob Andreozzi (RC&D forester).

Fred says the project cost about $13,000. The work came to about $26 a square foot, compared to $80 a square foot had the entire project been done commercially. DNRC paid for the material and all non-Job-Corps labor. Additional savings were realized through efficient use of building materials.

The work began with excavation in June 1996, and the foundation footings were poured last August. The new addition, which measures 16' x 30', boasts a large entry area. Bi-fold doors allow the addition to be closed off from the former front office, which can then be used as a meeting room. Sunny windows and a new heater supplement the sturdy wood stove that had been the only source of heat for the entire office area. Electricians updated the wiring throughout the building, including the shop area.

In addition to the Anaconda facility, the local office is in charge of the Saddle Mountain Lookout and the Garrison Initial Attack Station, both of which are open only during the summer fire season. The Anaconda Unit's jurisdiction extends from Nevada Lake to the Big Hole and includes 72,000 acres of state-owned property, mostly school trust lands.

Adapted with permission from an article by Dick Crockford, Editor, Anaconda Leader, Feb. 26, 1997

DIGITIZING SERVICES

The Information Technology Bureau (ITB) is now offering digitizing services to all DNRC staff.

Digitizing is a process that converts a hard copy graphic (usually a map) into a digital computer file for editing, GIS analysis, or publication. ITB has collaborated with other bureaus and offices in the department over the last six months to acquire equipment for the digitizing lab. The lab is located in the basement of the USF&G Building. It includes a 44" x 60" Summagraphics digitizing tablet, a Sun Sparc Station 2 work station, and a Dell Pentium computer for digitizing purposes. The Sun work station is running a copy of ArcInfo, and the Dell Pentium has a copy of AutoCAD version 13.

The Information Processing Section staff have been trained on digitizing using ArcInfo and are available for projects. If you have digitizing needs, please send a memo to Claire Waltz describing your project. Include the number of items to be digitized, the scale, attributes to be included, the desired output file format, a time frame for the project, and any special details. Claire will respond with a start date and a completion date.

Questions regarding digitizing can be directed to Claire (444-6711) or Jack Zanto (444-6715).

DEPARTMENT NEWS

FIRE TRAINING

During the week of June 16, the Northwestern Land Office presented training in initial attack and suppression of wildfires. Media representatives were on hand to observe and record the live fire exercises held west of Kalispell.

LEGISLATION AFFECTING STATE EMPLOYMENT

HB 13 — State Employee Pay. Increases entry and market salary rates by 1 percent at the beginning of each fiscal year. Individual pay increases, granted on employees' anniversary dates, range from 1 percent per year for employees at or above market up to 4 percent per year for employees below market, with an average of 2 percent. Raises monthly insurance premium contributions by $20 in FY98 and by $25 in FY99. Also directs the development of a competency-based human resource system, and gives the Department of Administration authority to implement pilot projects during the upcoming biennium. The State Personnel Division has distributed implementation information to agency personnel officers and will publish revised pay rules in June. ***Effective July 1, 1997, with pay increases on employees' anniversary dates.***

HB 74 — Lodging and Per Diem. Revises state travel reimbursement provisions affecting lodging, meals, and mileage, and provides for exceptions. Increases maximum daily in-state lodging reimbursement from $30 to $35 plus tax and meal reimbursements from $15.50 to $23 per day ($5 for morning meal, $6 for midday meal, and $12 for evening meal). Reimbursements for out-of-state travel are established at rate not to exceed the prescribed maximum standard federal rate plus tax. Allows the Department of Administration to prescribe policies instead of rules, and allows agencies to reimburse above the maximums under certain circumstances. ***Effective July 1, 1997.***

HB 170 — Guaranteed Annual Benefit Adjustments (GABA). Provides a guaranteed annual benefit adjustment to benefit recipients under the public employee retirement systems administered by the Public Employees' Retirement Board. The 1.5 percent minimum annual adjustment does not go into effect until after the original retirement benefit has been paid for at least 36 months. Employer and employee contributions increase from 6.7 percent to 6.8 percent on July 1, 1997, and to 6.9 percent on July 1, 1999. Costs for purchasing 1-for-5 service under the Public Employees' Retirement System also increase to the full actuarial cost of the service. Public Employees' Retirement System members who became members on or after July 1, 1989, will now also be eligible to purchase 1-for-5 service. All members of the Public Employees', Sheriffs', and Game Wardens' Retirement Systems will automatically be covered by provisions of HB170. Address questions to the Public Employees' Retirement Division at 444-3154. ***Effective July 1, 1997.***

HB 172 — Short-Term and Temporary Employment. Redefines permanent, temporary, and seasonal employees under 2-18-101, MCA. Increases the length of time public employers can employ temporary workers from 9 to 12 months. Establishes a category of "short term worker," allowing a public employer to hire a worker for less than 90 days without classifying the job. This legislation resulted in several rule changes that were published June 2 and will be heard June 27. ***Effective July 1, 1997.***

LEGISLATION AFFECTING STATE EMPLOYMENT

HB 345 — Drug Testing. Amends and expands the Work Force Drug and Alcohol Testing Act, and establishes requirements for random testing and testing when an employee appears to be impaired or after an accident. Redefines "employee," and establishes an employee's right to rebut test results. Limits adverse actions when an employee offers a reasonable explanation, and establishes requirements for confidentiality. Defines hazardous work environment. No administrative rule authority was provided in the bill. ***Effective October 1, 1997.***

HB 567 — State Employee Protection Act. Extends the retirement buy-out, at a reduced amount, for laid-off state workers. Places a two-year limit on the job registry. Allows agencies to pay costs incurred for retraining, insurance, relocation, and retirement from funds that would otherwise be reverted. Address questions related to retraining and the job registry to the Job Service Division, 444-4100, and questions related to retirement purchases to the Public Employees' Retirement Division at 444-3154. ***Effective July 1, 1997.***

SB 120 — Final Pay for Employees Separated for Cause. Exempts employers of employees who are separated for cause from paying all unpaid wages immediately, if a wage payment provision is part of the employer's written personnel policy manual. The State Personnel Division will issue rules before the bill's effective date. ***Effective October 1, 1997.***

SB 350 — Restructuring the Human Rights Commission. Transfers hiring authority to the Department of Labor. Removes staff's authority to file a complaint or represent either party in a contested case hearing. Requires written notification of respondent before an investigation can begin. Provides strict time lines for respondent's notification and response and for investigating complaints, making findings, holding contested case hearings, making decisions, and hearing appeals. Limits the period for compliance inspections required by conciliation agreements to one year. Allows complainants to file in district court if the department will not or cannot hold a hearing within 12 months. ***Effective July 1, 1997.***

Adapted with permission from the Montana Department of Administration, May 9, 1997

DEPARTMENT STAFF

THE FEDS ARE HERE . . .

Several federal employees—Warren Kellogg, Chuck Neal, Lex Riggle, and Larry Robertson—were housed in the basement of the USF&G Building during the legislative session in order to work closely with DNRC's Conservation and Resource Development Division (CARDD). Lex has actually been stationed with us for four years; the other three men arrived in late 1996 or early 1997. One — Chuck — has now returned to his previous work site.

Bringing a variety of talents, these federal employees came to strengthen state/federal working relationships. Working together also enhances the ways various natural resource programs can complement each other and should enable the several agencies to present more uniform programs to Montanans.

Warren Kellogg works for the U.S. Natural Resources Conservation Service (NRCS, which was formerly called the Soil Conversation Service). He had been on detail to the Department of Environmental Quality for the last five years, working with many conservation districts (CDs) throughout Montana on nonpoint water quality projects (known as the "319 program") and watershed planning. Housed with DNRC since March 24, Warren is providing direct assistance to CARDD and the CDs on all aspects of watershed planning, including helping CDs organize watershed planning efforts, completing watershed resource assessments, and searching out needed technical and financial resources. Warren will also serve as a contact to state and federal agencies in Helena. His phone number is 444-4490.

Chuck Neal works for the U.S. Bureau of Land Management (BLM). Stationed at Canyon Ferry Reservoir, Chuck helps the U.S. Bureau of Reclamation manage the recreation program under an interagency agreement.

In January, however, Chuck was appointed liaison between the Montana Legislature, the Governor's Office, and state agencies during the legislative session, and DNRC provided him with office space. His role was to review and track legislation that could conflict with federal laws and policies or affect BLM in general, and he provided pertinent information to appropriate legislators and interest groups. He also assisted with organizing and attended briefings with the Governor's Office and coordinated requests involving BLM. Another role was to coordinate special meetings, assistance, and cooperative opportunities with BLM.

The Feds . . . *continued on page 10*

DEPARTMENT STAFF

The Feds . . . *continued from page 9*

This is the first time that BLM has had such a position in Montana, and BLM is now determining whether the liaison position should be made permanent. In the meantime, Chuck is back at Canyon Ferry. To talk with him, call 475-3319.

Lex Riggle, who is an NRCS employee, serves as rangeland coordinator with CARDD. He coordinates numerous rangeland management, riparian management, and education activities. Working closely with conservation districts, county range committees, and other groups, Lex helps identify local issues, develop programs, and obtain needed technical and financial assistance for sound grazing management. In his role as rangeland program manager, Lex receives advice and guidance from two advisory groups, one representing private landowners, and the other representing organizations and other agencies. Recently Lex has been active in MACD's Capacity Building effort, facilitated several county work group sessions under the 1995 Farm Bill, and been involved in various stream inventories and watershed planning activities. He manages a riparian/wetland grant program and serves on several statewide work groups and steering committees working on grazing and watershed issues. Lex can be reached at 444-1269.

Federal employees (from left): Chuck Neal, Lex Riggle, Larry Robertson, and Warren Kellogg

Larry Robertson, who is also an NRCS employee, is on loan to the Montana Association of Conservation Districts. Larry started working with conservation districts in November 1996. He coordinates the expansion of the Montana AgriMet Irrigation Water Management Program, which saves irrigators energy costs, conserves water for instream flows, and reduces leaching of agricultural chemicals into groundwater. He also helped districts develop the Montana Natural Resources Foundation and provides technical assistance to districts for their long-term funding goals. Larry is helping promote districts statewide, and he recently provided assistance to the Soil and Water Conservation Districts of Montana, Inc. Another project is to help the Kendall Foundation coordinate and plan a statewide watershed symposium geared at meeting conservation needs at the local level. You can contact Larry by calling 444-3022.

NEW FACES, NEW JOBS

These persons either started employment with DNRC or changed positions within the agency in March, April, or May 1997. We wish you success in your new job!

Elaine Applin, who left DNRC in June 1995, came back to us on April 7 to work as an accounting technician in Centralized Services Division. Elaine has taken accounting and business-related courses at the Helena College of Technology. She has been with state government since 1984, most recently with the Department of Fish, Wildlife & Parks and the Department of Environmental Quality. We welcome her back to DNRC.

Susan Kirley was hired as a personnel specialist in Centralized Services Division on May 22. She will be addressing classification issues. Susan has recently been working part-time in both the CSD and Oil and Gas Conservation Divisions. She has a B.A. degree in communications and public relations from Carroll College.

Mark Lennon transferred from the Slash Program to the Community Forestry Program in the Southwest Land Office on March 3, because of the reorganization of the Slash Program. He has worked in the Forestry Division since 1976.

Sarah Martinez began working for DNRC on March 31 as an accounting technician in Centralized Services Division. She came to us from the Department of Public Health and Human Services and has been with state government since 1987. Sarah has also taken accounting and business-related classes at the Helena College of Technology.

Brian Robbins was hired on May 19 as a forester in the Southern Land Office in Billings. He has nine years experience as a seasonal worker as well as a forester aide for Plum Creek Timber Co. Brian has a degree in forestry with emphasis in forest resource management from the University of Montana.

DEPARTMENT STAFF

BOB KUCHENBROD RETIRES

Director Bud Clinch points out the benefits of retirement to Bob Kuchenbrod

After 25 years of service, Bob Kuchenbrod wrapped up a career with state government on May 30.

Bob has been administrator of our Centralized Services Division since 1990. Hired from the Office of Budget and Program Planning (OBPP) by former DNRC Director Dennis Casey, Bob brought a wealth of knowledge about budget management and program administration to this department.

After graduating from Montana State College (now MSU) in 1964, Bob first went to work for the First National Bank and Trust Company in Helena as an assistant trust officer. In that job he was responsible for processing real estate and installment loans; he also sold and purchased government securities.

Bob's employment with the state started in 1972, when he went to work for the Office of Budget and Program Planning as an agency budget analyst. After a year in that position, he went to work for the Department of Justice and eventually served 15 years as administrator of that agency's Centralized Services Division. In 1989, Bob returned to OBPP as deputy director, where he was in charge of supervising the budget analysts and clerical staff until moving to DNRC.

Now that he's retired, Bob plans to move to St. George, Utah, with his wife, Sandra, who is the Centralized Services Division administrator for the Department of Agriculture. After Sandra retires in the fall of 1997, the couple will move from Helena into a new home they are having built in the St. George area. There, Bob plans to play a little golf. Bob indicates that there are nine golf courses in the immediate vicinity, and he will be spending much time on this avocation.

All of us wish Bob well in his retirement.

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Please send news articles or ideas for articles to Carole Massman, 1625 Eleventh Avenue, Helena, MT 59620-1601; call her at 406 444-6737; or use ZIP!Office.

New Phone Numbers

Here are the new phone numbers for DNRC's Southern Land Office in Billings.

Main Number	247-4400
Fax Machine	247-4410
Don Kendall	247-4401
Gary Brandenburg	247-4402
Bob Dillon	247-4403
Darrell Kurk	247-4406
Brian Robbins	247-4404
Ed Skarda	247-4407
Jan Wheeler	247-4400

DEPARTMENT STAFF

EMPLOYEE AWARDS

Jeff Hagener, administrator of the Trust Land Management Division, presents a plaque to Jane Markland of the Forest Management Bureau. The special contributions and service time of employees from that division and Forestry Division were recognized at a picnic in Missoula held on June 10.

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